

News for You...

Functional Pathways Employee Newsletter

25th
Issue

Message from the President: 2013 CEU Symposium and Self Improvement

In the last President's letter, I addressed the company "Values" and the importance of these Values in achieving our company goals. Each and every Value is equally important for not just our success, but for your personal success as well. Through my many discussions with employees, it has become apparent to me that one of the most difficult Values to adhere to is "Self Improvement." We all lead very busy lives. A large portion of us are not only responsible for ourselves, but also have children and family responsibilities including cooking, soccer, exercise, homework, shopping, cleaning, laundry, yard work...just to list a few. So where are we to find the time to work on improving ourselves? How can we possibly fit Self Improvement into our schedule?

According to ABC World News: In Dec 2010, "58% percent of Americans younger than 45 vowed to themselves to improve an aspect of their lives in 2011. From losing weight to stopping smoking to getting a better handle on personal finances, the improvement options are many. 40% of those people didn't keep it at all, while the remaining 60% kept it for at least part of the year."

At FP, we realize how challenging it is to keep these New Year's Resolutions. Over the years, we have developed different strategies to facilitate continued personal growth, from

company Book Blogs to walking & Biggest Loser contests, we are constantly working to help all of you grow with us.

www.FPUniversity.com was a concept developed to deliver online CEU's to our employees in a convenient manner, according to your schedule and time constraints. We are pleased to announce that you will soon see substantial upgrades to FPUniversity which will include **"LIVE" Courses** and FP specific videos for training and orientation. Many of you have come to us asking for "live" courses to achieve your CEU requirements and **we have listened!**

This year, we wanted to do something different. We wanted to create something that ANY FP employee could participate in that would deliver on our Value of continued Self Improvement. I'm proud to announce our first annual Functional Pathways CEU Symposium!! This year, we will be sponsoring a CEU Symposium that will consist of a weekend of **13 FREE "LIVE" CEUs** to all F/T & P/T employees (PRN employees are invited to attend at ½ the cost.) Not only will this be a great opportunity for employees to acquire Live CEU's, but also an occasion to network with many other FP employees and corporate team members, and to receive special recognition.

Personally, I am extremely excited about FP hosting this event. I try to get out to our facilities to meet all of you as often as possible, but as expected, I am pulled in many different directions, just as all of you are. The Executive Team and I are looking forward to spending time with our employees and finding out what you like about FP and also what we can do to improve as a company. I hope to see you all there on May 18 & 19 in Charlotte, NC!

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Remember to search for the **Hidden Birthday** in the newsletter! If it matches your birthday, call us and you will win a \$25 Gift Card! Ex: If it's September 12th, it will be listed as 09-12.

An Excellent Opportunity to Earn 13 CEU's at NO COST to You!



Functional Pathways is pleased to announce our First Annual CEU Symposium, a two-day conference experience offering 13 hours of LIVE courses at the Renaissance Charlotte Suites Hotel. Functional Pathways Negotiated Hotel Rate: \$105. To reserve a room please visit <https://resweb.passkey.com/go/FunctionalPathways2013>

Seven seminar sessions, presented by world-class speakers, will be offered on topics which are current and relevant to therapy in our industry.

All full-time and part-time employees of FP will be invited to attend all seven of the CEU Symposium courses for **FREE!!** This is an excellent opportunity to earn your CEUs at **NO COST** to you. You will be responsible for your travel and accommodations. FP will be providing daily continental breakfast and box lunch meals for all attending. PRN employees with FP will be invited to attend for ½ the standard cost.

2013 CEU Symposium Itinerary

Day 1

- 9:00-10:00am Keynote Speaker (All, 1hr)
- 10:00-10:15am [Break]
- 10:15-11:45am Respiratory Exercise Program (All, 1.5hr)
- 11:45am-12:30pm [Lunch]
- 12:30-2:00pm Hospital Readmission Reduction (All, 1.5hr)
- 2:00-3:00pm Treating Medically Complex (All, 1.5hr)
- 3:00-3:15pm [Break]
- 3:15-4:15pm Lee Silverman Voice Treatment Certification (SLP, 1hr)
- 3:15-4:15pm Falls and Balance (PT/OT, 1hr)
- 4:15-5:15pm Esophageal Swallowing (SLP, 1hr)
- 4:15-5:45pm Documentation (All, 1.5hr)

Day 2

- 9:00-10:30am Coding (All, 1.5hr)
- 9:00-10:30am Therapeutic Massage (PT, 1.5hr)
- 9:00-10:30am Coding (All, 1.5hr)
- 10:30-10:45am [Break]
- 10:45-11:45am Trache & Vents (All, 1hr)
- 10:45-11:45am Ultra Massage-Ultrasound (PT, 1hr)
- 11:45am-12:30pm [Lunch]
- 12:30-2:30pm Dementia (All, 2hr)
- 2:30-2:45pm [Break]
- 2:45-3:45pm Motivational Topic (All, 1hr)

Price:

- ★ Non-FP employees-\$349
- ★ PRN FP employees- \$175
- ★ F/T & P/T employees-**FREE!!**

Deadlines:

- ★ March 15, 2013 for guaranteed space
- ★ Registration up to the day of the event, pending space
- ★ **SPACE IS LIMITED**

Registration: Fri, 05/17 5:00-6:30pm & Sat, 05/18 7:30-8:45am

Schedule: Sat, 05/18 9:00am-5:45pm & Sun, 05/19 9:00am-3:45pm

Special FP Employee Appreciation Reception:

We will be hosting this reception to meet and greet FP employees and enjoy cocktails and appetizers on Saturday, May 18 at 6:30-8:00 pm.

To register and reserve your room at the discounted rate, go to: www.fpsymposium.com

Innovation



Innovation: Therapist, Billy Johnson, at Christian Care Center of Johnson City, TN, made a corn hole board set for residents at the Facility to play. The game has really been a hit! The therapists are enjoying using the corn hole boards and have found outstanding ways to incorporate them into their treatment goals. Residents are lined up to compete against each other now and mention wanting to use them as soon as they enter the door. It's been a great way to add some more fun to the therapy experience.

- Josie White, Regional Manager



OUR PEOPLE OUR VALUES



RELATIONSHIPS

We value loyal, mutual, long-lasting relationships with customers, patients and each other.

RESPONSIBILITY

We always do what we say we will do. We take complete responsibility for ourselves, our patients and colleagues.

SELF IMPROVEMENT

We have an environment and expectation of continuous self-improvement.

INNOVATION

We address the needs of our customers, patients and employees, whatever they may be with creativity and individualization.

COMMITMENT

We are committed to doing everything we can to improve the lives of our patients.

PASSION

We are passionate and empathetic about care giving. We are passionate about Functional Pathways.



**Functional
Pathways™**
Excellence in Rehabilitation

October Fall Prevention Campaign

From L to R: Amy Cole PTA/CM, Ashley Robinson Administrative Asst, and Misty Popovich, COTA from Sarah Moore Home in Delaware, OH. They implemented a Fall Prevention Campaign utilizing the Falls and Balance Program developed by Cherie Rowell and developed a board with tips.

REGIONAL NEWS

SC, KY, NC & IN

AZ, GA, FL, ID, NV & TN

Before looking FORWARD to another successful year in 2013, I always reflect BACK to the prior year. 2012 was a year of growth for my region. With the help of our diligent sales team, we welcomed the following facilities into the Functional Pathways Family:

- ★ Jefferson County Nursing Home-Tennessee
- ★ HMC Health and Rehab Center-Tennessee
- ★ Mt. Pleasant Health and Rehab Center-Tennessee
- ★ Penney Hill Retirement Communities-Florida
- ★ Pinewood Nursing Center-Georgia

This significant growth along with the loyal and committed facilities that we have partnered with for years brings me great pride in the region. 2012 was a year when our VALUES were identified, embraced and lived:

- ★ RELATIONSHIPS
- ★ RESPONSIBILITY
- ★ SELF IMPROVEMENT
- ★ COMMITMENT
- ★ INNOVATION
- ★ PASSION



2012 was a year of regulatory changes that rattled our industry and we met the changes proactively and successfully. None of the greatness in the past year could have been accomplished without each and everyone of you...our greatest asset. You are the warriors, the cheerleaders, and the heart and soul of FP.

May we enter 2013 with renewed hope for yet another wonderful year.

05-22

- Steve Bauer, Senior VP

I hope all of you had a great Holiday season and are ready for the New Year and new changes. I would like to start with welcoming a new facility to Functional Pathways, Windsor Gardens in Bardstown, KY. Jill Norris, OT, is our Clinical Manager and I look forward to working with her and seeing what she will bring to the table.

I know that you are all aware of the continued changes that Medicare is making and it seems that we, in long term care, get hit the hardest. But, as always, we at FP have a great plan in place! With the help of every one of you, we will once again get through these changes and prepare for the next ones. It is important for everyone to understand these changes and be able to educate whenever needed. I strongly encourage you to read our compliance updates and blog updates. These are a great tool and if any of our customers (coworkers, patients) ever have questions, you will be able to help. I love hearing how all of you are living the FP Values: Commitment, Responsibility, Innovation, Self-improvement, Relationships and my personal favorite PASSION. With each of you showing these in your facilities, it proves that we only want to hire the most ELITE therapists to care for our patients and I applaud those of you who do this on a regular basis. I look forward to seeing and hearing more examples each week!

- Katrina McKenzie, Regional VP

MD, NC, OH, PA & VA

Looks like we won't be as fortunate with the weather this winter as last. Some of you have already had major snow, unlike last year where there was virtually no bad weather to speak of. I guess it's all downhill from here as we are in the middle of winter and from here on the days are getting longer which means Spring is right around the corner!

Speaking of cold weather, I would like to welcome the two newest facilities in our region. We are proud to now add Iowa to the list of states where we are currently providing therapy services...Muscatine and Washington are our newest cities. I look forward to a long partnership with these facilities!

A special congratulations to Brad Stern and the staff at Homewood-Martinsburg for receiving the Facility of the Year award for 2012. You guys rock and we are very fortunate to have you all as a part of our team! Keep up the great work!

I would like to remind everyone that the landscape of our industry is forever changing and there will be challenges ahead to endure the recent Medicare changes. I would like to thank you ahead of time for your flexibility and cooperation to endure what may lie ahead. All of our teams do a great job and I am confident we can continue to grow and deliver Elite rehabilitation services!

- Phu Le, Regional VP

4th Quarter Employee of the Months

October

Samantha Nobles is our Rehab Tech at Presbyterian Home of Clinton in SC. Samantha is a single mother, attends college classes and works for FP. She is planning on attending COTA school. With all that she juggles, she shows her **Commitment** by making FP, the facility and the therapy team a top priority. She takes the initiative to develop improved communication between the therapists and the facility staff. Samantha is a tremendous asset to our building here and Functional Pathways!



- Nominated and written by Kelli May, CM at Presbyterian Home of Clinton

December

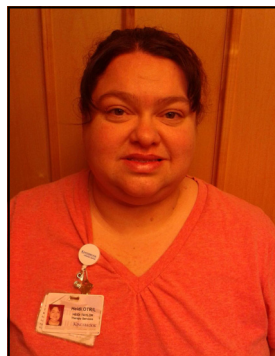
Missy Schott, our Clinical Manager at Homestead-New Castle in KY, has went above and beyond to meet the needs of all her customers. Her efforts are extraordinary and her time management skills are something to be envied. Missy has become the MMR expert and Part B program champion of our region. She has also demonstrated exceptional knowledge and drive to make sure all residents' needs are met by implementing Part B programming and following up with the overwhelming MMR process and additional ADR requests. I would like to take a moment to recognize her for all that she does. Way to go!



- Nominated and written by Jason Hale, RM

November

Heidi Taylor is our OT at Kingsbrook Lifecare Center in Ashland, KY.



Heidi has proven to be a major team player by stepping in as the interim Clinical Manager. She has done an excellent job gaining the respect of the entire staff. We held a luncheon during my visit, where FP provided a Gift Card for her efforts as well as staff

providing a monetary gift and a cake! She was very surprised and appreciative. She has displayed many FP values throughout this process. We are proud to have you as part of our FP family!

- Nominated and written by Brian Hatmaker, RM

Deficiency-Free Facilities

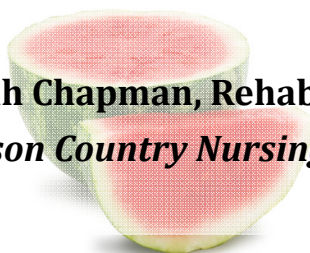
We would like to congratulate our facilities who have completed their annual survey with no deficiencies for the 4th Quarter 2012!

Roan Highlands Nursing Center

Roan Mountain, TN

Golden Watermelon Awards

Sarah Chapman, Rehab Tech
Jefferson Country Nursing Home



Follow us on:



Facility of the Year: *Homewood at Martinsburg*

Homewood Martinsburg is a beautiful CCRC tucked in the mountains of the quaint town of Martinsburg, PA. The campus boasts cottages, independent and assistant living apartments, personal care suites and a 129 bed health care center for skilled and memory care. Also, at Homewood-Martinsburg you will find a very dedicated and passionate therapy department. Leading the therapy department is Brad Stern who has been the CM at the facility since the inception of FP's partnership with Homewood-Martinsburg.



Brad and his team have substantially grown the therapy department since the beginning of our partnership. Initially, there were only a few therapists on staff and now we proudly employ 15 therapists in the department! The therapy department treats a caseload of various diagnoses with compassion and care and is also committed to helping the patients improve in all aspects associated with therapy.

They maintain a great relationship with all departments within the facility and are very willing to go the extra mile for our customer. They are part of the solution and never part of the problem. The department is very innovated with treatments and makes the patients feel very special while in therapy. The department takes responsibility for the patients care and works

closely with all departments to ensure the patients best interest is at hand. The department is also constantly looking for ways to improve in both their treatments and in other aspects pertaining to therapy.

For all of these reasons and many more I have not listed, I would like to congratulate the therapy department at Homewood-Martinsburg as Functional Pathways 2012 Facility of the Year!

- Phu Le, Regional VP of Operations

FPUniversity - NEW CHANGES COMING SOON!!!!

We realize the importance of providing CEUs which are not only current and relevant to our industry, but also meet individual State requirements for approval. Our current online learning platform has been an efficient way for our employees to earn CEUs on their own time, but has not offered courses which meet the "LIVE" requirements in many of the states where we

operate. We are pleased to announce, that this is about to change!!!! In coming months, we will be joining forces with a new online learning partner to bring to you an



E-library of options including LIVE video courses, webinars, virtual classes and text as well. F/T employees will be able to access the site for FREE and P/T employees will still have the option to sign up for the low cost of \$95/annually. We are also in the video production process of developing Functional Pathways' own videos and webinars which will be available on the site. These videos will consist of topics such as: FP Company History and Values, [Rehab Optima](#), Compliance, Documentation/Coding...and much more! In mid-February, you will be receiving specific details regarding the changes to the site and how to access the new site. We look forward to this change and hope you do too!

- Angel Knorr, VP of Recruiting

live well, work well

Health and wellness tips for your work, home and life - brought to you by the insurance specialists at TIS Insurance Services, Inc.

Fitness First: Exercise Programs

The benefits of physical activity

Research shows that those who are physically active are likely to live longer, healthier lives. The benefits of physical activity include:

- Weight maintenance
- Reduced blood pressure
- Improved glucose regulation
- Stronger bone density

Also, a person who has hypertension, diabetes or a history of smoking can greatly benefit from including regular physical activity into their daily routine.

The First Step

If you are over 40 years of age, inactive or have health issues, consult a physician before you begin an exercise program.

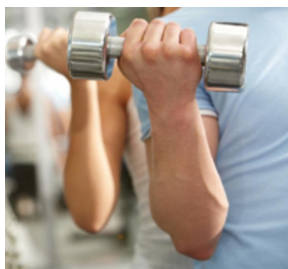
A Complete Program

There are three main components to a well-balanced program of physical activity: aerobic exercise, strength training and flexibility training. Commitment to a regular physical activity program is

more important than the intensity of your workouts.

Choose exercises you are likely to pursue and enjoy, such as:

- Walking
- Running
- Stair climbing
- Biking
- Rowing
- Cross-country skiing
- Swimming



Strength training is another option. Strength training should be done two to three times per week, and is performed with free weights or weight machines.

For the purposes of general training, two to three upper body and lower body exercises should be done. Abdominal exercises are an important part of strength training as well.

Flexibility training is important too, but is frequently neglected, resulting in increased tightness as you age and become less active. Stretching is most safely done with sustained gradual movements lasting a minimum of 15 seconds per stretch. At a minimum, strive to stretch every day.

Healthy aerobic training should be performed three to five days per week with a minimum of 20 minutes per day. Remember, if your schedule is tight, it is better to exercise for a shorter period of time than not at all.

Did You Know...?

Many Americans report getting little to no leisure time due to long work hours and household responsibilities. As a result, obesity is becoming more of a trigger for health problems and increased health spending than smoking or drinking.

Homestead Nursing and Rehabilitation Expansion



Homestead Nursing and Rehabilitation Center is a 136 bed LTC facility located in Lexington, KY. This facility has a strong emphasis on resident centered care and has recently built an addition. The goal was for increased space in every room as well as increased space in the common areas and lounge to comfortably accommodate residents and their families. Homestead Nursing and Rehabilitation Center is putting the focus on the residents by listening to their needs and meeting the goals of the individual. We are very proud to be able to deliver our elite therapy services in a partnership that is truly resident centered.

- Jason Hale, Regional Manager

Medicare Part B Functional Reporting Implementation

As you are aware, there are new reporting requirements for outpatient therapy services that began on January 1st. The Middle Class Tax Relief and Jobs Creating Act of 2012 section 3005(g) amended section 1833(g) of the Social Security Act to require a claims-based data collection system. The system will collect data on beneficiary function during the course of therapy services in order to better understand patient conditions, outcomes, and expenditures. This data collected from the functional reporting will be used in developing an improved payment system for part B outpatient therapy services.

An overview of the new reporting requirements are outlined below:

- All Medicare part B providers must begin claims-based reporting of patient's functional status using 42 nonpayable G-codes and 7 severity/complexity modifiers
- Reporting went into effect January 1, 2013 with a testing period through June 30, 2013
- Claims submitted July 1, 2013 and after will be returned/rejected if the necessary G-codes and severity/complexity modifiers are not included on the claims
- Non-payable G-codes and severity/complexity modifiers are to be reported at the outset of the therapy episode of care, at least once every 10 days, and at the time of discharge
- Documentation to support the G-codes and severity/complexity modifiers billed must be reflected in the medical record
- Requirements are for part B traditional Medicare and is not applicable to the Medicare Advantage Plans
- Provider billing office personnel need to be knowledgeable of these reporting requirements - we recommend contacting your billing software vendor for support with training

Functional Pathways has prepared for the functional reporting requirements. Our employees will be attending comprehensive trainings throughout January and February 2013 to ensure their comfort level and compliance with the new processes. After we complete our trainings, we will then be ready to work with our clients/business office managers to be sure claims will be ready for July 1st. In addition, our therapy software, Rehab Optima, has rolled out changes to accommodate and ensure reporting compliance the week of January 7, 2013. Providers will need to contact their billing software companies to determine their readiness and training for your Business Office Managers and billing personnel.

- Gina Henthorne, Director of Compliance

A Reminder from the Compliance Department

Compliance is defined as the act of adhering to, and demonstrating adherence to, a standard or regulation.



Functional Pathways is committed to providing the residents in our care with all therapy services that are deemed reasonable and medically necessary in accordance with all federal and state regulations. Our Compliance Department is available and ready to assist you with any questions that may arise related to therapy care and services and compliance with regulations. You may contact the Compliance Department Staff directly:

Sheila Capitosti, VP Clinical and Compliance Services

Phone: 865-356-0256 or Email: scapitosti@fprehab.com

Gina Henthorne, Director of Compliance

Phone: 330-696-9335 or Email: ghenthorne@fprehab.com

You may also contact the **Functional Pathways Compliance Hotline** at 888-311-5988.

Please do not hesitate to use the resources available to you through Functional Pathways to ask questions or report any concerns you may have.

New Team Members for the Clinical Services Department

We have filled two open positions for the Clinical Services Department over the past several months. Many of you already know and have met Kim Pratt, our Clinical Software Specialist. She is responsible for Advanced Clinical Documentation Training (ACD), scheduling rollouts and coordinating with teams in the field so the process goes as smoothly as possible. She comes to us with vast knowledge in information technology, field education, and training. She has been crucial in developing and refining our processes for ACD and recently developed the FP help desk for ACD field support. This can be accessed through ACDHelp@fp rehab.com. In addition, she is currently conducting interviews for two additional ACD field trainers to facilitate our transition to electronic therapy documentation. You can contact Kim at kpratt@fp rehab.com or cell 865-771-2018.



Please also welcome to our team, Anne Burris, MSPT. She joined the clinical team on December 17th, 2012 as our Clinical Program Coordinator. Anne brings 9 years of clinical expertise to the table as a licensed Physical Therapist. She will be instrumental in developing clinical programs and providing training to the field. In addition, she will be assuming the leadership role for the Clinical Program Champions and is currently developing a "Cardiac Recovery Program". This will be completed by the end of January 2013 and training will be provided by Anne via WebEx. You can contact Anne at aburris@fp rehab.com or cell 865-806-0240.

Future programs include the following, Urinary Incontinence, Functional Seating and Positioning, Pathways to Safe Swallow, Stroke Management, Dementia and Cognitive Performance. There are many more programs to come, along with more specific training for competencies including e-stimulation, ultrasound, and manual therapy techniques as well as the Allen Cognitive Level test. Please contact me at crowell@fp rehab.com or cell 865-356-3776, if you have thoughts, suggestions or ideas as we welcome your input!

- Cherie Rowell, Director of Clinical Services

Customer Advisory Board

Functional Pathways thanks our Maryland and Pennsylvania Customer Advisory Board Members for attending a great meeting in State College, PA, recently. We were able to cover quite a few topics of high importance. Dan Knorr discussed our company values and explained why taking RESPONSIBILITY, nurturing RELATIONSHIPS, being INNOVATIVE, demonstrating COMMITMENT, concentrating on SELF-IMPROVEMENT, and showing PASSION for our cause, are all so incredibly important to our company culture.



Our Compliance Department summarized what the American Tax Payer Relief Act means to our industry and how it will affect all of us. We discussed strategies to offset the negative impacts. We also discussed our G-code and Functional Reporting training initiatives. Our Regionals will communicate the schedule for each Region's training webinar. The reporting becomes mandatory in July so please help us help get you ready for this important Medicare reporting change by prioritizing your training session. We also summarized the Med Pac recommendations to CMS so we can all keep an eye on possible Medicare regulation changes in the pipeline. Finally, we provided

an update on our company innovative initiatives like our proprietary Right Track software, the Transitional Care Coordinator program, the INTERACT training program, our new Wellness services, Marketing Consulting services, Clinical Program Champions, and our Mentoring program.

We are looking forward to our next meeting in Tampa soon. Sunny Florida probably sounds great right now to a lot of our readers so if you were invited but couldn't attend the last Board meeting in your area, and you want another invitation to the Florida meeting, please email me at mmiller@fp rehab.com and I'll make sure you get an invitation.

- Marcus Miller, VP of Operations

FACILITY EVENTS



Christmas Tree decorated by Residents, as a part of their treatment session, addressing core values. Asbury Place at Maryville



Christmas Tree decorated with therapy equipment and ornaments made by residents during OT. The bow is a gait belt. CCC of Bedford



The OT department at Jefferson County Nursing Home decorated tree to raise money for craft supplies.



This CCRC is located in central Florida and boasts an onsite golf course and many more amenities to residents. The Penney Farms Retirement Center had a grand opening for the Functional Pathways Rehab Team.



Resident decorating tree at Presbyterian Home of Summerville.

Bottom: Lori Atkins, Mindy Park, Kerry Maione

Top: Brad Bonning, Nick Galvez, RM, Patrick Laskowski, RM

Cookie Jar Fund Stories of Hope

My name is Kim and I am the Billing Manager at Functional Pathways corporate. I would like to share an experience with you. I woke up one day and could not hear out of my left ear. I assumed it was the beginning of an ear ache. After



a week and a half, I still could not hear and decided I needed to see the doctor. My family doctor found nothing wrong and referred me to a specialist. The specialist could find no reason for my loss of hearing and testing showed I was completely deaf in that ear. His concern was that even a hearing aid would not allow me to hear. Hoping to recapture some of my hearing, a tube was inserted into my ear drum and steroids were shot directly inside twice a week for three weeks. Then the waiting began.

I always assumed that being deaf meant silence and that is so not true. I did not have ringing in my ears, but felt as if a loud fan was blowing in my head. Your brain has to adjust to the noise and learn to block it out. It makes hearing out of my good ear difficult because this noise is constant and inside your head. Eventually, I did recover enough hearing so that a hearing aid would be possible. This was a very difficult, emotional experience for me. I worried that I was going to lose all of my hearing. I couldn't hear people talking to me. Was I going to be able to continue in a job I so enjoyed?

Then one day, Angel Knorr asked if I had a moment to speak with her. A co-worker had nominated me to receive aid from the Cookie Jar Fund. The committee presented me with a check to help cover the cost of my hearing aid. I was totally overwhelmed as I never expected to be a recipient and I couldn't believe others cared enough to help me.

I can never fully express what this has meant to me. I can only say THANK YOU to Angel and Dan for creating the Cookie Jar Fund for your employees. And THANK YOU to Angel, Dan and all the employees who give to the Cookie Jar Fund by donations and fundraising events. You each and every one helped make a difference in my life. Because of YOU, I can hear and continue doing the job I love.

- Kim Stuffle, Billing Manager

Cookie Jar Fund Stories of Hope

Another touching story about a recipient of our Cookie Jar Fund aid. Lisa Jamison, facility dining services employee at Presbyterian Home of Summerville, apartment burned down Tuesday after Thanksgiving while she was at work, resulting in a loss of everything. She recently moved out of her daughter's home to this apartment where she lived alone. Her daughter has opened up her home for Lisa until she can get back on her fee again. Lisa is very involved in our community and the residents love her. She never hesitates to help others in need.

The Manager presented her with \$500 in Wal-Mart gift cards from our Charity. Pictured L to R: Jamie Ward, CM; Katherine Edge, SLP; Hillary Mathieu, COTA and Kimberly Bosak, Tech with Lisa Jamison presenting gift cards. Thank you to all of you who help support such a wonderful Charity.



www.cookiejarfund.com

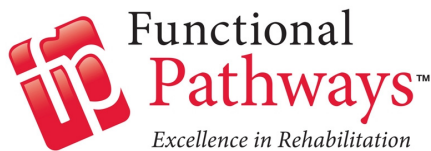


2012 FP Employee of the Year

We are pleased to announce the official call for nominations for PT/PTA, OT/COTA, and SLP Employee of the Year awards. The 2012 Employee of the Year awards are intended to recognize employees who exemplify our FP Values – Relationships, Responsibility, Self-improvement, Innovation, Commitment and Passion.

The winners of these awards will be determined by the Executive team. Anyone within Functional Pathways can nominate a PT, PTA, OT, COTA or SLP. Think about all of the great things your co-workers do each and every day and how they embrace the FP Values. We want everyone to know about our best-of-the-best, so please consider making a nomination!

We will select three winners, one from each discipline, and they will receive an all-expense paid trip to our upcoming CEU Symposium in Charlotte, NC. They will also be recognized during the opening introductions by Dan Knorr. Please complete the nomination form and fax or email to Angel Knorr, VP of Recruiting @ aknorr@fp rehab.com or 888-531-2697. **The Deadline for submissions is March 8, 2013.**



614 Mabry Hood Rd, Suite 301
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